

1 **UNITED STATES DISTRICT COURT**
2 **CENTRAL DISTRICT OF CALIFORNIA**

3
4 WILLIAM M. PATE, Acting Regional
5 Director of Region 21 of the National
6 Labor Relations Board, for, and on
7 behalf of, the NATIONAL LABOR
8 RELATIONS BOARD,

9 Petitioner,

10 v.

11 BODEGA LATINA CORPORATION
12 D/B/A/ EL SUPER,

13 Respondent.

Case No. 2:15-cv-04228-GHK-AGR

**DECLARATION OF MATEO
CAZAREZ IN RESPONSE TO
ORDER TO SHOW CAUSE**

14 I, Mateo Cazarez, declare, pursuant to 28 U.S.C. § 1746, and under penalty of
15 perjury that the following is true and correct:

16 1. I am currently employed by Bodega Latina Corporation d/b/a El Super
17 (the "Company") as a Human Resources manager. I have held this position since
18 April 24, 2015.

19 2. I make this declaration based on my personal knowledge and in
20 support of the Company's response to this Court's Order to Show Cause.

21 3. On August 3, 2015, I attended a meeting held by Mr. Carlos Silva-
22 Craig, Vice President of Human Resources. Also present at the meeting were the
23 other two Human Resources Managers, the Human Resources Specialist, and the
24 Manager of the Payroll department. Mr. Carlos Silva-Craig informed us that,
25 among other things, the Company had been ordered to make changes to its
26 vacation policy and treat Union employees as if they earned vacation beginning
27 day one of their employment. We were instructed to handle all vacation requests
28 or inquiries from or pertaining to Union employees as if these employees began to
earn vacation from day one of their employment.

1 4. On August 11, 2015, I attended another meeting held by Mr. Silva-
2 Craig for all members of the Human Resources department. Mr. Silva-Craig
3 informed us that the Company settled the Union's claims regarding the termination
4 of Union supporter Fermin Rodriguez and the administration of the vacation
5 policy. He again explained that the Union vacation policy as it pertained to
6 accruals had changed, and that vacation requests or questions from Union
7 employees would, going forward, have to be handled as if these employees began
8 to earn vacation on day one. Attached as Exhibit A is a true and correct copy of
9 my notes from the August 11, 2015 meeting on these topics.

10 5. On August 27, 2015, I attended another meeting with Human
11 Resources representatives where it was again communicated that all responsible
12 employees must fully implement the ordered changes to the vacation policy when
13 handling vacation for unionized employees, and treat those employees as if they
14 earned up to an additional week of vacation during their first year of employment.
15 Attached hereto as Exhibit B is a true and correct copy of my notes from the
16 August 27, 2015 meeting on these topics.

17 6. As a Human Resources Manager, I am frequently in the Company's
18 stores, including the Union stores. When asked, I always communicate the
19 Company's new vacation policy, which permits Union employees to earn vacation
20 from day one of employment. Consistent with the process that has been instituted,
21 I also advise all store directors to submit vacation-related inquiries to the corporate
22 office, to minimize miscommunication.

23
24 Date: October 13, 2015

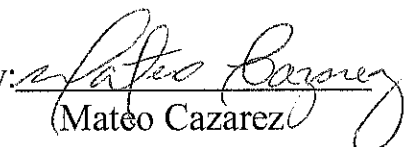
By: 
(Mateo Cazarez)

EXHIBIT A

Tuesday, August 11, 2015 Air Staff Meeting

REDACTED

- Union Settlement last Friday for allegations.
- Fermín Rodríguez - reinstated @ store #13
- Vacation Policy accruals - redone

REDACTED

EXHIBIT B

REDACTED

- CSC Thursday, Aug 27, 2015 HR Staff Meeting
- Postings for Stores NLRB
 - Demand 1x week of vacation for Union Stores - need to implement

REDACTED